

MILPERSMAN 1220-400

SPECIAL WARFARE BOAT OPERATOR (SB) RATING

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References	<ul style="list-style-type: none"> (a) NAVPERS 18068F, Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume II (b) COMNAVCRUITCOMINST 1130.8H, Navy Recruiting Manual - Enlisted (c) NAVMED P-117, Manual of the Medical Department, Article 15-105, Naval Special Warfare and Special Operations (NSW/SO) (d) OPNAVINST 1160.8A, Selective Reenlistment Bonus (SRB) Program (e) BUPERSINST 1430.16F, Advancement Manual for Enlisted Personnel of U.S. Navy and U.S. Naval Reserve (f) DJMS Procedures Training Guide (PTG) (g) OPNAVINST 1414.5, Enlisted Special Warfare Combatant-craft Crewmen (SWCC) Qualification Program (h) OPNAVINST 5350.4D, Navy Alcohol and Drug Abuse Prevention and Control
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1. **Purpose.** This article discusses personnel aspects of the Special Warfare Boat Operator (SB) rating. The following topics are covered:

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2. **Rating Description.** SBs support and perform maritime special operations in open ocean, littoral, and riverine environments. SBs are experts in maritime

- special operations tactics;
- small unit leadership;
- detailed mission planning;
- cultural awareness;
- advanced weapons tactics;
- depot level maintenance;
- tactical communications;
- advanced craft operations and preventive and corrective maintenance;
- long-range, over the horizon, and riverine navigation;
- tactical combat medicine; and
- intelligence operations.

For operational redundancy, each member of a Special Boat Detachment receives in-depth cross training to enable them to perform in any other position, should the need arise. Personnel deploy on short notice by sea, air, and land to remote locations worldwide. Naval Special Warfare (NSW) deployments require extensive logistical preparations that allow for rapid mobilization of groups of personnel and associated equipment. The SB rate is sea-duty intensive. Exhibit 1 and website addresses www.sealswcc.com and www.swcc.navy.mil provide comprehensive description and information about a career in the SB rating.

3. Suitability for Assignment

a. **Accession Prerequisites.** The distinct purpose and nature of duties involved in the SB rating require strict adherence to eligibility criteria, procedures, and policy for conversion and assignment to the SB rating.

b. **Professional Performance.** While the highest standards of personal conduct, reliability and judgment are required of all members of the naval service, it is especially important that members assigned to duty involving the performance and supervision of SB operations are of unquestioned personal conduct, reliability, judgment, and observance of military regulations.

4. Rating Designation

a. Upon completion of SB "A" School Training Pipeline which consists of

- SB Basic Crewman Training (BCT) Orientation, CIN K-060-0010, CDP 991S;
- SB Basic Crewman Training (BCT), CIN K-060-0030, CDP 151J; or
- SB Crewman Qualification Training (CQT) CIN K-060-0032, CDP 966W;

enlisted personnel are awarded Navy Enlisted Classification (NEC) **5352** and designated as **SB**. Recruit and fleet conversions are authorized accelerated advancement to E-4 (SB3) upon the completion of SB "A" School.

b. Commanding Officer, Naval Special Warfare Center (NAVSPECWARCEN) shall submit NAVPERS 1221/6 (Rev. 6-06), Navy Enlisted Classification (NEC) Change Request, to Navy Personnel Command (NAVPERSCOM), Enlisted Personnel Readiness and Support Branch (PERS-4013) requesting awarding of NEC 5352 at the completion of Crewmen Qualification Training (CQT).

5. **Navy Enlisted Classification (NEC) Codes.** Enlisted SB personnel are designated by NEC codes per their qualifications. Reference (a) further describes each of the NEC codes as follows:

NEC	Designation
5350	Basic Special Warfare Boat Operator (student)
5352	Special Warfare Boat Operator (SWCC)
5392	Naval Special Warfare Medic

6. **Recruit, Non SB Qualified Navy Veterans (NAVETS), and Other Service Veterans (OSVETS) Accessions.** The SB rating is designated as an Advanced Technical Field (ATF) program. Reference (b) provides entry requirements and policy for recruit, NAVET, and OSVET accessions.

7. **Rating Conversion Entry Requirements.** Conversion to the SB rating requires successful completion of SB "A" School. Conversions will be conducted per MILPERSMAN 1440-010 and as further described in this article. Approval to attend SB "A" School will be based on the needs of the community and determined by Bureau of Naval Personnel (BUPERS), Special Warfare Enlisted Community Manager (ECM) (BUPERS-324). Except where specified "**no waiver**," BUPERS-324 may waive one or more entry requirements if the applicant is considered otherwise qualified. Due to the cost of permanent change of station (PCS) orders, high risk training, historic high attrition training rates, and to prevent undue delay in training, commands and personnel submitting request for conversion shall strictly adhere to the policy and requirements specified in this article. Entry requirements can be found at www.swcc.navy.mil.

a. **Duty.** Must be on active duty.

b. **Schools.** Previous attendance of EOD, ND, SB, or SO "A" School. Members who are voluntarily or involuntarily disenrolled from EOD, ND, SB, or SO "A" School will normally require a minimum of 2 years prior to reapplying for EOD, ND,

SB, or SO "A" School. Personnel who previously voluntarily or involuntarily disenrolled from SB "A" School that request to return to SB "A" School must include the following in the application:

(1) **NAVPERS 1070/613 (Rev. 7-06), Administrative Remarks** statement, recommendation to return to training from the commanding officer (CO) of the respective SB "A" School course of instruction for which the member was disenrolled. **No waivers.**

(2) NAVPERS 1070/613 statement outlining reasons for previous disenrollment and actions taken to correct identified problem areas. **No waivers.**

c. **Motivation.** Strong motivation, interest in the rating, and willingness to work diligently in the academic and operational training phases is required.

d. **Gender.** The SWCC program falls under the "Ground Combat Exclusion Policy" and is closed to women.

e. **Age Requirement.** Be 30 years of age, or less, as of date of application receipt at NAVPERSCOM, SB "A" School Coordinator (PERS-401DI).

f. **Rank.** Be in paygrade E-1 through E-5. **No waivers.**

g. **Time in Service.** Have 6 years or less of active duty service as of the date of application receipt at NAVPERSCOM (PERS-401DI).

h. **Armed Services Vocational Aptitude Battery (ASVAB).** Meet ASVAB requirement per current ASVAB NAVADMIN.

i. **Medical Requirements.** Meet medical standards as specified in reference (c). Request for waiver of physical standards for personnel who do not meet minimum standards must be submitted per reference (c)

- through the Service member's CO;
- via Bureau of Medicine and Surgery (BUMED), Undersea Medicine and Radiation Health (M5/50M2);
- to BUPERS-324.

j. **Obligated Service (OBLISERV).** The OBLISERV requirement for SB "A" School is 36 months from class graduation date or until completion of previous OBLISERV, whichever is greater, unless released earlier by Chief of Naval Personnel (CHNAVPERS). COs shall ensure applicants understand **Obligated Service to Train (OTT)** options specified in MILPERSMAN 1160-040 and reference (d). **No waivers.**

k. **Performance Standards.** Evaluation trait marks 3.0 or above in last three evaluation reports. For members with less than 3 years of service, submit all evaluations.

l. **Nonjudicial Punishment (NJP).** The applicant may not have an NJP/court-martial or serious civil court conviction during the previous 12 months prior to the application.

m. **Security Clearance.** Attendance to SB "A" School requires eligibility for a SECRET clearance based on a National Agency Check with Local Agency and Credit Checks (NACLC).

n. **Physical Fitness.** Pass the physical screening test (PST) per MILPERSMAN 1220-100, Exhibit 1. **No waivers.**

o. **Recommendation.** Be recommended for initial training by the member's current CO.

(Continued on next page.)

8. **Applying for Rating Conversion.** Applicants who are applying for rating conversion must take the following steps:

Step	Action
1	Access the Naval Special Warfare In-Service Recruiter's Web site at http://www.swcc.navy.mil to complete Navy Career Counselor (NC) Worksheet and PST. Phone: 1-888-USN-SEAL E-Mail: motivators@navsoc.socom.mil
2	Undergo screening process.
3	Receive Report of SB Rating Conversion Screening outlined in Exhibit 2.
4	Assemble rating conversion package.
5	Mail, facsimile (FAX), or E-Mail conversion package to (E-Mail is the preferred method): Navy Personnel Command (PERS-401DI) 5720 Integrity Drive Millington, TN 38055-5402 FAX: (901)-874-2716, DSN 882 E-Mail: MILL_ND_EOD_SB_SO_packages@navy.mil

9. **Rating Conversion Screening Requirements.** Applicants will be screened by approved personnel and activity.

a. **Approved Screening Personnel.** A qualified SB or SO officer or a qualified E-6 and above, 5352/5326 or 5323, can conduct the screening. Approved screening personnel must submit PST scores to NSW in-service recruiters for official recommendation letter (see paragraph 8, Step 1, for information).

b. **Approved Screening Activity.** Only commands with adequate facilities for screening applicants will conduct screening.

(1) An approved screening activity is any Diving/EOD/SEAL/SWCC/UCT command or Navy Recruit Training Command (NAVCRUITRACOM). NSW commands should be the priority screening activity as it relates to the applicant's primary mission and capability.

(2) Screening conducted by other commands due to geographic isolation or absence of approved screening personnel must be coordinated through and approved by the Naval Special

Warfare Motivator's Office (see paragraph 8, Step 1, for contact information).

10. **Rating Conversion Screening Process.** The screening activity will ensure the following:

Step	Action	Per
1	Conduct a Physical Screening Test (PST)	Para. 10c
2	Interview the Applicant	Para. 10b
3	Conduct a Medical Examination	Para. 10a
4	Submit a Report of Rating Conversion	Para. 10d

a. **Interview the Applicant.** The interview is necessary to examine and evaluate each applicant's character, traits, background, motivation, and potential for successfully completing SB "A" School and subsequent SB career assignments. The interviewer will do the following:

(1) Discuss the nature of the SB rating with the applicant, to include: training, duty assignments, operational employment, career development, pay, advancement, etc.

(2) Review the applicant's service record to fully assess past performance, conversion's effect on professional development, potential for successfully completing SB "A" School, and identify traits which could be beneficial to the community.

(3) Determine the applicant's comfort level in the water. Member must have considerable comfort level when in a waterborne environment. This should not be determined solely by the PST.

(4) Determine the applicant's physical fitness level.

(5) Review entry requirements with the applicant to determine which requirements are met and which requirements require a waiver.

(6) Complete Exhibit 2, Report of SB Rating Conversion Screening.

(a) All rating conversion entry requirement waivers must be specified and supported with justification for approval.

(b) A negative response to any of the questions or traits identified in the applicant's service record could indicate unsuitability for the program.

(c) Provide a positive or negative endorsement stating the suitability to attend SB "A" School.

b. Conduct a Medical Examination. Applicants must meet physical examination and standards per reference (c).

(1) Approved location. The medical examination may be conducted at hospitals, clinics, or dispensaries capable of accomplishing or coordinating all required examination elements.

(2) Approved Medical Examiner. Per reference (c), examinations can be conducted by any physician, but an Undersea Medical Officer (UMO) or Diving Medical Officer (DMO) must approve and review all examinations/reports. BUMED (M3/50M2) can review and sign physical examinations for accessions performed by another credentialed medical provider where a Navy UMO or DMO is not proximately available.

(3) Medical Reports. Results of the medical examination will be recorded on the following reports:

- DD 2807-1 (3-07), Report of Medical History.
- DD 2808 (10-05), Report of Medical Examination.
- NAVPERS 1200/6 (12-09). (Used to report any interval changes to health history or physical exam since last valid periodic dive medical exam. Must be completed no later than 1 month prior to actual transfer to training and placed in Service member's medical record.)

(4) Validity. The initial medical examination will be valid for a 24-month period. Candidates who have not reported to SB "A" School within the 24-month period must re-submit DD 2807-1 and DD 2808 updated forms to NAVPERSCOM (PERS-401DI).

c. Conduct the PST. The PST is designed to assess the applicant's physical ability to undergo initial and advanced training.

(1) Administer the PST (MILPERSMAN 1220-100, Exhibit 1).

(2) No alterations to the test are permitted. The test must be administered exactly as indicated.

d. **Submit a Request for Rating Conversion.** Upon satisfactory completion of the screening process, applicants will forward their request to NAVPERSCOM (PERS-401DI), with copy to applicant, via NAVPERS 1306/7 (1-03), Enlisted Personnel Action Request.

(1) NAVPERS 1306/7 will reference MILPERSMAN 1220-400 and include the following statement:

"Per MILPERSMAN 1220-400, I volunteer for SB duty and request assignment to SB "A" School. I agree to serve on active duty for a period of 36 months from class graduation date or until completion of previously obligated service, whichever is greater, unless released earlier by Navy Personnel Command (NAVPERSCOM). I also agree to serve the period of minimum obligated service specified regardless of whether I retain qualification as an SB and NEC 535X during that period."

(2) COs are required to provide a statement concerning the applicant's suitability for type of training and assignment to duty.

(3) Enclosures. Required enclosures for package:

Enclosure 1	DD Form 2807-1 (3-07), Report of Medical History
Enclosure 2	DD Form 2808 (10-05), Report of Medical Examination
Enclosure 3	MILPERSMAN 1220-400, Exhibit 2, Report of SB Rating Conversion Screening.
Enclosure 4	NAVPERS 1616/26 (Rev. 6-08), Evaluation Report and Counseling Record, for previous 3 years (or all for members with less than 3 years service) including any special or transfer evaluations.
Enclosure 5	Armed Services Vocational Aptitude Battery scores as documented on NAVPERS 1070/604 (Rev. 3-05), Enlisted Qualifications History.

11. **Transfer to SB "A" School**

a. **PST.** Approximately 30 days prior to member transferring to SB "A" School, the member must complete a PST to verify his physical condition. The 30-day PST will be coordinated through the NSW In-Service Recruiter's Website at www.swcc.navy.mil. Test results will be placed in the Service member's service record. Personnel who fail the PST 30 days prior to transfer will retest approximately 15 days prior to transferring. If the member fails again, their orders will be held in abeyance and NAVPERSCOM (PERS-401DI) will be notified by message.

b. **NAVPERS 1200/6.** A UMO or DMO is required to complete and sign NAVPERS 1200/6 no later than 1 month prior to actual transfer to training. Place original NAVPERS 1200/6 in the Service member's medical record.

c. **Participation in Advancement Exams.** Conversion to the SB rating requires successful completion of SB "A" School per reference (e).

(1) Personnel under instruction for conversion on scheduled date of examination are prohibited from taking any advancement examination.

(2) If otherwise qualified, personnel ordered to SB "A" School for rating conversion may compete for advancement in their present rating **until** the class convening date; however, personnel selected for advancement to E-6 prior to class convening will lose eligibility to attend SB "A" School. Personnel selected for advancement to E-6 while under instruction at SB "A" School will be disenrolled from training.

d. Personnel who have received orders to attend SB "A" School, but develop any possible disqualifying condition, to include physical conditioning, medical, advancement to E-6, performance standards, NJP, or security clearance eligibility are required to notify NAVPERSCOM (PERS-401DI) by message.

12. **Disenrollment from SB "A" School**

a. **Reclassification/Reassignment and Suitability.** Members who voluntarily or involuntarily disenroll from SB "A" School initial training will

(1) Be made available for reclassification or reassignment to their rating detailer. Members should contact their detailer as soon as possible; and

(2) Have a NAVPERS 1070/613 entry made in their service record stating the reason for disenrollment, and a favorable or non-favorable recommendation from the CO of the course of instruction for which the member was disenrolled, of suitability to return to SB "A" School in the future.

b. **OBLISERV.** Members disenrolled where OBLISERV is required for instruction received, with approval of NAVPERSCOM, Enlisted Career Progression Division (PERS-81) may be permitted to execute a new

- NAVPERS 1070/621 ; or
- NAVPERS 1070/622 .

See MILPERSMAN 1160-040 for explanation of "instruction received."

c. **New Extension Agreement.** Upon execution of an extension, the previously executed extension agreement for the course of instruction shall be canceled.

(1) For those members who accepted accelerated advancement, this OBLISERV will be in addition to the 1-year extension incurred for accelerated advancement.

(2) OBLISERV for instruction cannot exceed the number of months of the original extension agreement. OBLISERV requirements shall be executed from the date of disenrollment.

d. **Disenrollment Prior to Commencement Training.** If a member is disenrolled for any reason prior to entry into the training, a request may be submitted to PERS-81 for cancellation of OBLISERV agreement.

e. **Executing New Extension Agreement**

(1) Upon receipt of NAVPERSCOM (PERS-81) approval, COs or officers in charge (OICs) shall take the following steps/actions:

Step	Action
1	Execute extension agreement.
2	Cancel old extension agreement.
3	Submit NAVPERS 1070/621 and/or NAVPERS 1070/622 per reference (f).
4	Make a NAVPERS 1070/613 entry (see below).

(2) The following NAVPERS 1070/613 entry is required:

My active duty obligation remaining upon disenrollment from (school) has been explained to me per MILPERSMAN 1220-400. I understand that my active duty obligation has been established as (expiration of active obligated service (EAOS) date).

Member's Signature

Witnessing Officer's Signature

13. **Change of Rating.** Personnel designated in the SB rating may request a change of rating per MILPERSMAN 1440-010. Personnel are required to submit NAVPERS 1221/6 to BUPERS-324 to concurrently affect change of rating and removal of the SB rating related NEC.

14. **Forced Conversion.** Forced conversion is NAVPERSCOM directed. Involuntary change of rating is based on a member's loss of eligibility or suitability to further serve in their present rating as defined in MILPERSMAN 1440-010. Forced conversions will be conducted per MILPERSMAN 1440-010 and as further described in this article. COs may recommend forced conversion/ revocation of the SB rating NEC by submitting NAVPERS 1221/6 to BUPERS-324. This revocation shall not be used as a punitive measure, but based on the CO's determination that the member is no longer suitable for assignment in the SB rating. The NAVPERS 1221/6 must substantiate that determination by providing sufficient background and reasonable justification for removal of member's NEC. Recommendations to revoke NEC shall include one or more of the following statements:

"The member is considered suitable for assignment to rate or rating billets not requiring NEC (fill-in)",

or

"The member is considered unsuitable for reassignment and will be recommended for administrative discharge by separate action",

or

"The member is unsuitable for duty in Diver/EOD/SEAL/SWCC/UCT commands. The member may not reapply for reinstatement for NEC 53XX and is unsuitable for duty in Diver/EOD/SEAL/SWCC/UCT commands."

Primary reasons for forced conversion/revocation of NEC include (but are not limited to) the following:

a. **Duties.** Failure or unwillingness to perform duties required of the rating.

b. **Failure to maintain rating eligibility**

(1) Permanent revocation by Department of the Navy, Central Adjudication Facility (DON CAF) of the member's security clearance.

(2) Permanent physical disability.

c. **Professional Performance**

(1) Culpable negligence.

(2) Breaches in ammunition, arms, explosives (AA&E); parachute; or ordnance; safety or regulations.

(3) Loss of CO's faith and confidence in the member's ability to exercise sound judgment, reliability, and personnel conduct.

d. **SWCC Qualification.** Failure to attain SWCC qualification as specified in reference (g).

e. **Alcohol Abuse.** Personnel identified as having abused alcohol will be locally suspended by their CO from duty pending the outcome of screening, disciplinary counseling, or rehabilitation procedures as outlined in reference (h). At any time during or upon completion of those proceedings, COs have the following options:

(1) If a counseling/rehabilitation program appears **likely to succeed**, the member will remain assigned to the command in a non-SB NEC status and will have a program developed per reference (h). Members will retain the SB rating during non-NEC status. Commands will submit NAVPERS 1221/6 to BUPERS-324 to affect suspension of the SB rating related NEC. Upon successful completion of the rehabilitation program, the CO may request reinstatement of the member's SB rating related NEC.

(2) If **future alcohol abuse is considered likely**, or the member **fails rehabilitation treatment**, the CO must certify that the member has no potential for further useful service and must initiate separation procedures. Commands will submit a NAVPERS 1221/6 to BUPERS-324 to revoke the SB rating related NEC.

(3) Personnel who **voluntarily refer themselves** for treatment in the **absence of either an alcohol-related violation** (of local, state, or Federal law; or Uniform Code of Military Justice (UCMJ)) **or substandard service** and are found in need of treatment will not be force converted, but placed in a non-NEC status pending outcome of required treatment. Commands will submit NAVPERS 1221/6 to BUPERS-324 to suspend the SB rating related NEC. Upon successful completion of the rehabilitation program, the CO may request reinstatement of the member's SB rating related NEC.

f. **Drug Abuse.** Members identified as having abused drugs as defined in reference (i) are not eligible for future reinstatement. Members will be processed for administrative separation as specified in MILPERSMAN 1910-146. Commands will submit NAVPERS 1221/6 to BUPERS-324 to revoke the SB rating related NEC.

ADVISORY: Forced conversion from the SB rating shall not be used as a substitute for required disciplinary and/or administrative action. Particular consideration shall be exercised to ensure that forced conversion is not used to

transfer members to other duty when they do not clearly meet the established high standards for continued Naval Service.

15. **Reinstatement**. Personnel who were previously SB rated and force converted or had their NEC removed by administrative action may request conversion back to the SB rating by submitting a change in rating request per MILPERSMAN 1440-010. If approved, COs will submit NAVPERS 1221/6 to BUPERS-324 to concurrently affect change of rating and reinstatement of the SB rating related NEC.

16. **Periodic Requalification**

a. **Periodic Requalification**. Periodic requalification of SB personnel is necessary to maintain individual proficiency and unit capability. Personal safety during hazardous operations is directly related to proficiency. COs are directed to afford every opportunity for maintaining individual qualification without lapse.

b. **Specific NEC Requalification**. For policy on specific NEC requalification refer to the below MILPERSMAN article:

Topic	See MILPERSMAN
Parachute Requalification	1220-030